

**OAR Workforce Data Summary of Statistics:
EEOC FORM 715-01**

Total Workforce (Chart A1):

Permanent and Temporary Overall

- During FY04, the total number of employees decreased by 10 employees from 944 (FY03) to 934 (FY04).
- All EEO groups are represented in the total OAR workforce except for Native Hawaiian men.
- The percentages of Hispanic men (2.2%), Hispanic women (1.8%), Black men (1.9%) and non-minority women (25.2%) are significantly less than their representation in the National CLF (Hispanic men—6.2%; Hispanic women—4.5%; Black men—4.8%; Non-minority women—33.7%).
- Non-minority men represent 58.0%; non-minority women 25.2% and minorities 16.7%.

Permanent

- During FY04, the total number of permanent employees decreased by 5 employees from 880 (FY03) to 875 (FY04).
- All EEO groups are represented except for Native Hawaiian men.
- The percentages of Hispanic men (2.2%), Hispanic women (1.8%), Black men (1.9%) and non-minority women (25.2%) are significantly less than their representation in the National CLF (Hispanic men—6.2%; Hispanic women—4.5%; Black men—4.8%; Non-minority women—33.7%).
- Non-minority men represent 57.7%; non-minority women 25.3% and minorities 16.9%.

Temporary

- During FY04, the total number of temporary employees decreased by 5 employees from 64 (FY03) to 59 (FY04).
- The percentages of Hispanic men (1.7%) and non-minority women (23.7%) are significantly less than their representation in the National CLF (Hispanic men – 6.2%; Non-minority women 33.7%).
- Hispanic women, Black women, Native Hawaiian men and women and American Indian women are not represented.
- Non-minority men represent 62.7%, non-minority women represent 23.7% and minorities represent 13.5% or 8 of the 59 positions.

Total Workforce by OAR Laboratories/Units- Permanent Only (Chart A2)

- There are a total of 14 laboratories and Units within OAR:
 - Minorities are underrepresented at 11 of the labs. They are represented at OAR Headquarters (36.9%), OGP (37.9%) and AOML (28.1%)
 - Native Hawaiian men are not represented at any of the labs.
 - Native Hawaiian women are not represented at any of the labs except CMDL – Mauna Loa.
 - Non-minority women are underrepresented at 10 of the labs. They are represented at OAR Headquarters (36.1%), AL (34.1%), CDC (35.7%), and SEC (34.9%).

Occupational Categories – Officials and Managers – Permanent Only (Chart A3)

Supervisory or managerial status:

- At the GS15 and above level, there are a total of 83 employees with supervisory or managerial status. Non-minority men represent 81.9%; non-minority women represent 9.6% and minorities represent 8.4%. Black men, Native Hawaiian men and women, American Indian/Alaskan Native men and women are not represented.
- At the GS13-14, there are a total of 47 employees with supervisory or managerial status. Non-minority men represent 76.6%; non-minority women 10.6% and minorities 12.7%. Asian men, Native Hawaiian men and women, American Indian men and women are not represented.
- In grades 12 and below, there are total of 11 employees with supervisory or managerial status. Non-minority men represent 90.9% and non-minority women represent 9.1%. Minorities are not represented.

Non-supervisory or managerial (Chart A3)

- Of the 486 professionals - Non-minority men represent 67.7%; non-minority women 17.5% and minorities 14.8%. Native Hawaiian men and women are not represented.
- Of the 42 technicians -Non-minority men represent 66.7%; non-minority women 14.3% and minorities 19.1%. Hispanic women, Black men, Asian women, Native Hawaiian men and women and American Indian women are not represented.
- Of the 197 Administrative/Support workers - Non-minority men represent 13.7% and minorities represent 27.3%. Non-minority women are concentrated in this category and represent 58.9%;
- Of the 9 Laborers & Helpers - Hispanic men and Black men are the only minority groups in this category. Non-minority women are absent. Non-minority men represent 77.8% and minorities represent 22.2%.

Participation Rates by Grade Levels – Permanent Only (Chart A-4)

- Of the 175 OAR GS employees, non-minority men total 101 or 57.71%; non-minority women total 44 or 25.14% and minorities total 30 or 17.2%.
 - GS6 to 9 levels: non-minority men represent 9%; non-minority women represent 36.3% and minorities represent 54.5%.
 - GS10- GS12 levels: non-minority men represent 50%; non-minority women 40.3% and minorities 9.6%.
 - GS13-15 levels: non-minority men represent 69.2%; non-minority women 16.6% and minorities 8.9%.
 - ES/ST: non-minority men represent 82.6%; non-minority women 8.7% and minorities 8.7%.
- Of the 690 OAR Demo-employees:
 - ZP: Of the 486 ZP employees, non-minority men represent 351 or 72.2%; non-minority women represent 70 or 14.4% and minorities represent 65 or 13.2%. 33 minorities are in the ZP-4 level and 38 non-minority women are in the ZP-4 category.
 - ZA: Of the 102 ZA employees, non-minority men represent 18 or 17.6%; non-minority women represent 60 or 58.8% and minorities represent 24 or 23.5%. 9 minorities are in the ZA-2 level and non-minority women are well represented in the ZA2-ZA4 levels.

- ZT: Of the 32 ZT employees, non-minority men represent 25 or 78.1%; non-minority women represent 2 or 6.3% and minorities represent 5 or 15.6%.
- ZS: Of the 70 ZS employees, non-minority men represent 2 or 2.9%; non-minority women represent 43 or 61.4% and minorities represent 25 or 35.7%. 19 minorities are in the ZS4 level.

Wage Grade employees: (Charts A5-1 and A5-2)- Permanent Only

- There are a total of 10 Wage Grade employees. Non-minority men represent 80% and minorities (Hispanic men and Black man) represent 20%.

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Major Occupations (Charts A6-1) – Permanent Only

There are five major or mission-related occupations in OAR: Meteorology (156); Physical Science (131); IT Specialist (87); Oceanography (69); and Physics (52).

- Native Hawaiian men and women and American Indian women are not represented in all five of the mission related occupations.
- Minorities are a majority in the IT Specialist positions at 24.1%
- Asian men are well represented in all mission related occupations.

Meteorology:

- There are a total of 156 meteorology positions: Non-minority men represent 82.1%; Non-minority women 8.3% and minorities 9.6%.
- Hispanic men, Hispanic women and White women are underrepresented.
- Black men and women, Native Hawaiian men and women and American Indian women are absent.

Physical Science:

- There are a total of 131 Physical Science positions: Non-minority men represent 67.9%; Non-minority women 19.8% and minorities 12.2%
- Hispanic men, Hispanic women, Non-minority women, Black men and women are underrepresented.
- Native Hawaiian men and women and American Indian women are absent.

IT Specialist:

- There are a total of 87 IT positions: Non-minority men represent 51.7%; non-minority women 24.1% and minorities 24.1%.
- Non-minority women and Black women are underrepresented.
- Native Hawaiian men and women and American Indian men and women are absent.

Oceanography:

- There are a total of 69 Oceanography positions: non-minority men represent 63.8%; non-minority women 18.8% and minorities 17.2%.
- Hispanic men and women, Non-minority women and Black women are underrepresented.
- Native Hawaiian men and women and American Indian men and women are absent.

Physics:

- There are a total of 52 Physics positions: Non-minority men represent 92.3%; non-minority women 1.9% and minorities 5.7%.
- Non-minority women are underrepresented.
- Hispanic women, Black men and women, Asian women, Native Hawaiian men and women and American Indian men and women are absent.

FY 04 Hires, Promotions, Separations (Permanent Only)

Hires: There were a total of 32 new hires during FY04

13 non-minority men (40.63%)

9 non-minority women (28.13%)

10 minorities (31.25%) – 1 Black man, 5 Black women, 2 Asian men and 2 Asian women.

Hires by occupation:

Professional or mission related hires = 15:

2 Meteorology

8 Physical Science

1 IT

1 Chemist

1 Biologist

1 Electrical Engineer

1 Computer Scientist

Administrative/Support Fields = 14

Technical = 3

Promotions: There were a total of 42 promotions during FY04:

17 non-minority men (40.48%)

18 non-minority women (42.86%)

7 minorities (16.66%) – 1 Black man, 2 Black women, 2 Hispanic men, 1 Asian man, 1 Asian woman

Separations: There were a total of 37 separations during FY04:

21 non-minority men (56.76%)

10 non-minority women (27.03%)

6 minorities (16.21%) – 1 Black man, 2 Black women, 2 Hispanic men and 1 Asian woman.

APPENDICES

- a. Table A1 shows the total workforce distribution by race/ethnicity and sex for the total workforce, permanent workforce and temporary workforce. It compares FY 03 with FY 04. It also shows the percentage differences, and the 2000 Census National Civilian Labor Force (CLF) percentages. **(Appendix A)**
- b. Table A2 shows the total workforce by OAR laboratories. **(Appendix B)**
- c. Table A3 shows occupational categories. The first section are employees with supervisory or managerial status and the second section is number of non-supervisory and managers in the professional, technical, administrative/support and laborer fields. **(Appendix C)**
- d. Tables A4-1 and A4-2 show participation rates for General Schedules (GS) grades and demo employees by race and ethnicity.
- e. Tables A5-1 and A5-2 show wage grade employees by grade race/ethnicity and sex.
- f. Tables A6 show major mission-related occupations by race/ethnicity and sex.
- g. OAR Hires, Promotions, Separations Chart . The chart shows hires, promotions and separations for permanent employees. *OAR does not have information on the number of job announcements only number of employees hired*

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Table A2: Total Workforce By Component B Distribution by Race/Ethnicity and Sex -Permanent

Employment Tenure		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		ALL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOTAL	#	875	577	298	20	17	505	221	15	42	34	14	0	1	3	3	0	0
	%	100.00%	65.9%	34.1%	2.3%	1.9%	57.7%	25.3%	1.7%	4.8%	3.9%	1.6%	0.0%	0.1%	0.3%	0.3%	0.0%	0.0%
CLF (2000)	#	100%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%
	%	100.00%	53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%
OAR HQ	#	122	44	78	3	3	33	44	6	26	2	3	0	0	0	2	0	0
	%	100.00%	36.1%	63.9%	2.5%	2.5%	27.0%	36.1%	4.9%	21.3%	1.6%	2.5%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%
AL	#	41	27	14	0	0	25	14	0	0	2	0	0	0	0	0	0	0
	%	100.00%	65.9%	34.1%	0.0%	0.0%	61.0%	34.1%	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
AOML	#	93	68	25	5	8	56	11	5	4	2	2	0	0	0	0	0	0
	%	100.00%	73.1%	26.9%	5.4%	8.6%	60.2%	11.8%	5.4%	4.3%	2.2%	2.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ARL	#	105	75	30	0	0	68	25	1	3	5	2	0	0	1	0	0	0
	%	100.00%	71.4%	28.6%	0.0%	0.0%	64.8%	23.8%	1.0%	2.9%	4.8%	1.9%	0.0%	0.0%	1.0%	0.0%	0.0%	0.0%
CDC	#	14	9	5	1	0	8	5	0	0	0	0	0	0	0	0	0	0
	%	100.00%	64.3%	35.7%	7.1%	0.0%	57.1%	35.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CMDL	#	43	28	15	0	1	25	13	0	0	3	0	0	1	0	0	0	0
	%	100.00%	65.1%	34.9%	0.0%	2.3%	58.1%	30.2%	0.0%	0.0%	7.0%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	0.0%
ETL	#	54	42	12	3	1	37	10	1	0	1	1	0	0	0	0	0	0
	%	100.00%	77.8%	22.2%	5.6%	1.9%	68.5%	18.5%	1.9%	0.0%	1.9%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
FSL	#	79	50	29	3	3	44	24	0	0	3	2	0	0	0	0	0	0
	%	100.00%	63.3%	36.7%	3.8%	3.8%	55.7%	30.4%	0.0%	0.0%	3.8%	2.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GFDL	#	80	67	13	1	0	59	10	2	2	5	1	0	0	0	0	0	0
	%	100.00%	83.8%	16.3%	1.3%	0.0%	73.8%	12.5%	2.5%	2.5%	6.3%	1.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GLERL	#	47	34	13	1	0	32	11	0	1	1	0	0	0	0	1	0	0
	%	100.00%	72.3%	27.7%	2.1%	0.0%	68.1%	23.4%	0.0%	2.1%	2.1%	0.0%	0.0%	0.0%	0.0%	2.1%	0.0%	0.0%
NSSL	#	42	34	8	0	0	31	8	0	0	2	0	0	0	1	0	0	0
	%	100.00%	81.0%	19.0%	0.0%	0.0%	73.8%	19.0%	0.0%	0.0%	4.8%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%
OGP	#	29	12	17	0	1	10	8	0	6	2	2	0	0	0	0	0	0
	%	100.00%	41.4%	58.6%	0.0%	3.4%	34.5%	27.6%	0.0%	20.7%	6.9%	6.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
PMEL	#	83	59	24	2	0	52	23	0	0	5	1	0	0	0	0	0	0
	%	100.00%	71.1%	28.9%	2.4%	0.0%	62.7%	27.7%	0.0%	0.0%	6.0%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
SEC	#	43	28	15	1	0	25	15	0	0	1	0	0	0	1	0	0	0
	%	100.00%	65.1%	34.9%	2.3%	0.0%	58.1%	34.9%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%	0.0%

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Table A3-1: Total OCCUPATIONAL CATEGORIES B Distribution by Race/Ethnicity and Sex - Permanent

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OFFICE OF OCEANIC & ATMOSPHERIC RESEARCH (OAR)

Table A3-2: OCCUPATIONAL CATEGORIES B Distribution by Race/Ethnicity and Sex = Permanent

Occupational Categories	TOTAL EMPLOYEES			RACE/ETHNICITY													
				Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
				MALE	FEMALE	White		Black or African American		MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
	ALL	MALE	FEMALE			MALE	FEMALE	MALE	FEMALE								
TOTAL																	
1. Officials & Managers	# 83	72	11	1	1	68	8	0	1	3	1	0	0	0	0	0	0
Executive/Senior Level Grades 15 & Above	% 100.00%	86.7%	13.3%	1.2%	1.2%	81.9%	9.6%	0.0%	1.2%	3.6%	1.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Mid-Level Grades 13-14	# 47	40	7	3	0	36	5	1	1	0	1	0	0	0	0	0	0
% 100.00%	85.1%	14.9%	6.4%	0.0%	76.6%	10.6%	2.1%	2.1%	0.0%	2.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
First Level Grades 12 & Below	# 11	10	1	0	0	10	1	0	0	0	0	0	0	0	0	0	0
% 100.00%	90.9%	9.1%	0.0%	0.0%	90.9%	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Other	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Officials & Managers TOTAL	# 141	122	19	4	1	114	14	1	2	3	2	0	0	0	0	0	0
% 100.0%	86.5%	13.5%	2.8%	0.7%	80.9%	9.9%	0.7%	1.4%	2.1%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
2. Professionals	# 486	377	109	13	6	329	85	10	8	23	9	0	0	2	1	0	0
% 100.0%	77.6%	22.4%	2.7%	1.2%	67.7%	17.5%	2.1%	1.6%	4.7%	1.9%	0.0%	0.0%	0.4%	0.2%	0.0%	0.0%	0.0%
3. Technicians	# 42	32	10	1	0	28	6	0	4	2	0	0	0	1	0	0	0
% 100.00%	76.2%	23.8%	2.4%	0.0%	66.7%	14.3%	0.0%	9.5%	4.8%	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%	0.0%	0.0%
4. Sales Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
5. Administrative Support Workers	# 197	35	162	1	10	27	116	3	28	4	5	0	1	0	2	0	0
% 100.00%	17.8%	82.2%	0.5%	5.1%	13.7%	58.9%	1.5%	14.2%	2.0%	2.5%	0.0%	0.5%	0.0%	1.0%	0.0%	0.0%	0.0%
6. Craft Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
7. Operatives	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
8. Laborers & Helpers	# 9	9	0	1	0	7	0	1	0	0	0	0	0	0	0	0	0
% 100.00%	100.0%	0.0%	11.1%	0.0%	77.8%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
9. Service Workers	# 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% 0.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL WORKFORCE	# 875	575	300	20	17	505	221	15	42	32	16	0	1	3	3	0	0
% 100%	65.71%	34.29%	2.29%	1.94%	57.71%	25.26%	1.71%	4.80%	3.66%	1.83%	0.00%	0.11%	0.34%	0.34%	0.00%	0.00%	0.00%

Note: Percentages compute down columns and not across rows.

GS/GM, SES and Related Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino				Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		ALL	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOTAL																		
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-06	#	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	
	%	100.00%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-07	#	10	2	8	0	0	1	4	1	3	0	1	0	0	0	0	0	
	%	100.00%	20.0%	80.0%	0.0%	0.0%	10.0%	40.0%	10.0%	30.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-08	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	
	%	100.00%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-09	#	8	2	6	0	0	0	3	1	3	0	0	0	0	1	0	0	
	%	100.00%	25.0%	75.0%	0.0%	0.0%	0.0%	37.5%	12.5%	37.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	
GS-10	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	
	%	100.00%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-11	#	18	12	6	0	0	9	6	0	0	3	0	0	0	0	0	0	
	%	100.00%	66.7%	33.3%	0.0%	0.0%	50.0%	33.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-12	#	32	17	15	0	0	16	15	1	0	0	0	0	0	0	0	0	
	%	100.00%	53.1%	46.9%	0.0%	0.0%	50.0%	46.9%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-13	#	26	18	8	0	1	17	6	0	1	1	0	0	0	0	0	0	
	%	100.00%	69.2%	30.8%	0.0%	3.8%	65.4%	23.1%	0.0%	3.8%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-14	#	24	18	6	2	0	15	5	0	0	1	1	0	0	0	0	0	
	%	100.00%	75.0%	25.0%	8.3%	0.0%	62.5%	20.8%	0.0%	0.0%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	
GS-15	#	28	25	3	1	0	22	2	0	0	2	1	0	0	0			

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Table A4-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES BY Race/Ethnicity and Sex

GS/GM, SES and Related Grade		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
					MALE	FEMALE	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		ALL	MALE	FEMALE			MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
TOTAL																		
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-02	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-06	#	2	0	2	0	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	0.0%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-07	#	10	2	8	0	0	1	4	1	3	0	1	0	0	0	0	0	0
	%	100.00%	20.0%	80.0%	0.0%	0.0%	10.0%	40.0%	10.0%	30.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-08	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100.00%	50.0%	50.0%	0.0%	0.0%	50.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-09	#	8	2	6	0	0	0	3	1	3	0	0	0	0	1	0	0	0
	%	100.00%	25.0%	75.0%	0.0%	0.0%	0.0%	37.5%	12.5%	37.5%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%
GS-10	#	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
	%	100.00%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-11	#	18	12	6	0	0	9	6	0	0	3	0	0	0	0	0	0	0
	%	100.00%	66.7%	33.3%	0.0%	0.0%	50.0%	33.3%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-12	#	32	17	15	0	0	16	15	1	0	0	0	0	0	0	0	0	0
	%	100.00%	53.1%	46.9%	0.0%	0.0%	50.0%	46.9%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-13	#	26	18	8	0	1	17	6	0	1	1	0	0	0	0	0	0	0
	%	100.00%	69.2%	30.8%	0.0%	3.8%	65.4%	23.1%	0.0%	3.8%	3.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-14	#	24	18	6	2	0	15	5	0	0	1	1	0	0	0	0	0	0
	%	100.00%	75.0%	25.0%	8.3%	0.0%	62.5%	20.8%	0.0%	0.0%	4.2%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
GS-15	#	28	25	3	1	0	22	2	0	0	2	1	0	0	0	0	0	0
	%	100.00%	89.3%	10.7%	3.6%	0.0%	78.6%	7.1%	0.0%	0.0%	7.1%	3.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
ES/ST	#	23	21	2	0	0	19	2	0	0	2	0	0	0	0	0	0	0
	%	100.00%	91.3%	8.7%	0.0%	0.0%	82.6%	8.7%	0.0%	0.0%	8.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
TOTAL	#	175	118	57	3	3	101	44	3	7	10	3	0	0	1	0	0	0
	%	100%	67.43%	32.57%	1.71%	1.71%	57.71%	25.14%	1.71%	4.00%	5.71%	1.71%	0.00%	0.00%	0.57%	0.00%	0.00%	0.00%

NOTE: Percentage compute down columns and NOT across rows.

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TABLE A5-1: PARTICIPATION RATES FOR WAGE GRADES BY Race/Ethnicity and Sex

[illegible]

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A5-2: PARTICIPATION RATES FOR GENERAL SCHEDULE (Grade) GRADES BY Race/Ethnicity and Sex - Permanent

WD/WG, WL/WS & Other Wage Grades		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		ALL	MALE	FEMALE	MALE	FEMALE	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Grade-01	#																	
	%																	
Grade -02	#																	
	%																	
Grade-03	#																	
	%																	
Grade-04	#																	
	%																	
Grade-05	#																	
	%																	
Grade-06	#																	
	%																	
Grade-07	#	1	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-08	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-09	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-10	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100.00%	100.0%	0.0%	0.0%	0.0%	50.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-11	#																	
	%																	
Grade-12	#	3	3	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100.00%	100.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Grade-13	#																	
	%																	
Grade-14	#																	
	%																	
Grade-15	#																	
	%																	
All Other Wage Grades	#																	
	%																	
TOTAL	#	10	10	0	1	0	8	0	1	0	0	0	0	0	0	0	0	0
	%	100%	100%	0%	10%	0%	80%	0%	10%	0%	0%	0%	0%	0%	0%	0%	0%	0%

NOTE: Percentages compute down columns and NOT across rows.

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Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS B Distribution by Race/Ethnicity and Sex

Job Title/Series Agency Rate Occupational CLF Permanent		TOTAL EMPLOYEES			RACE/ETHNICITY													
					Hispanic or Latino		Non-Hispanic or Latino											
		ALL	MALE	FEMALE	MALE	FEMALE	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
Meteorology	#	156	141	15	3	1	128	13	0	0	9	1	0	0	1	0	0	0
1340	%	100%	90.4%	9.6%	1.9%	0.6%	82.1%	8.3%	0.0%	0.0%	5.8%	0.6%	0.0%	0.0%	0.6%	0.0%	0.0%	0.0%
Occupational CLF			53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%
Physical Science	#	131	99	32	2	1	89	26	2	2	5	3	0	0	1	0	0	0
1301	%	100%	75.6%	24.4%	1.5%	0.8%	67.9%	19.8%	1.5%	1.5%	3.8%	2.3%	0.0%	0.0%	0.8%	0.0%	0.0%	0.0%
Occupational CLF			53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%
IT Specialist	#	87	57	30	4	5	45	21	4	2	4	2	0	0	0	0	0	0
2210	%	100%	65.5%	34.5%	4.6%	5.7%	51.7%	24.1%	4.6%	2.3%	4.6%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF			53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%
Oceanography	#	69	53	16	2	1	44	13	2	1	5	1	0	0	0	0	0	0
1360	%	100%	76.8%	23.2%	2.9%	1.4%	63.8%	18.8%	2.9%	1.4%	7.2%	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF			53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%
Physics	#	52	51	1	2	0	48	1	0	0	1	0	0	0	0	0	0	0
1310	%	100%	98.1%	1.9%	3.8%	0.0%	92.3%	1.9%	0.0%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Occupational CLF			53.2%	46.8%	6.2%	4.5%	39.0%	33.7%	4.8%	5.7%	1.9%	1.7%	0.1%	0.1%	0.3%	0.3%	0.8%	0.8%